



## STAFF ENVIRONMENTAL SCIENTIST CALIFORNIA COASTAL COMMISSION OPEN EXAMINATION



AN EQUAL OPPORTUNITY EMPLOYER TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION. IT IS THE OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

**FINAL FILING DATE:** APRIL 7, 2006 received by 5 p.m. in the Human Resources Office. State Applications (Form 678) received after the final filing date will not be accepted for any reason. If you have a disability and need special testing arrangements, mark the appropriate box in Question 2 of the State Application (Form 678).

### **HOW TO APPLY:**

Mail the State Application (Form 678) to:

California Coastal Commission  
Human Resources Office  
45 Fremont Street, Suite 1930  
San Francisco, CA 94105

### **DO NOT SUBMIT APPLICATIONS TO THE STATE PERSONNEL BOARD**

**NOTE:** Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

**QUALIFICATION APPRAISAL INTERVIEWS:** It is anticipated that examination interviews will be held May 1 – 4, 2006 in San Francisco and if conditions warrant, May 8 & 9, 2006 in one Southern California location (San Diego or Long Beach).

**SALARY RANGE:** \$5,088 - \$6,144 per month

### **ELIGIBLE LIST INFORMATION:**

The eligibility list will be used by the California Coastal Commission. A candidate may not compete more than once in a twelve-month period for this examination. The resulting eligibility list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

### **REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION:**

**NOTE:** All applicants must meet the education and/or experience requirements for the examination by April 7, 2006, the final filing date.

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

**Education:** Possession of a bachelor's or advanced degree with a major in a biological, chemical, physical, or environmental science, or a closely related scientific discipline. (Admission to a master's or doctoral degree program in a biological, chemical, physical, or environmental science, or a closely related scientific discipline shall be considered to meet these educational qualifications.) **AND**

### **Either I**

**Experience:** Two years of experience in the California state service performing the duties of an Environmental Scientist, Range C.

### **Or II**

**Experience:** Five years of increasingly responsible professional experience as a scientist in environmental analysis, research, management, planning, regulation, or investigation, two years of which have included responsibility in the development or implementation of environmental policies, programs, plans, or research projects; or conducting an environmental monitoring and surveillance or environmental management program; or in the direction of the work of a multidisciplinary environmental investigatory or regulatory staff, at a level equivalent to that of an Environmental Scientist, Range C, in the

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California state service. Possession of a master's degree a biological, chemical, physical, or environmental science, or a closely related scientific discipline may be substituted for one year of the required general experience; possession of a doctorate in the above-named disciplines may be substituted for two years of the general experience.

Note: The California Coastal Commission has identified the following fields as closely related: marine, wetland and terrestrial biology, ecology, restoration ecology, environmental engineering and coastal water quality.

### **THE POSITION:**

The Staff Environmental Scientist is the advanced journey level of the environmental scientist class series. Incumbents independently identify problems, develop courses of action, and conduct extremely complex and difficult scientific investigations and studies on issues of major importance to the California Coastal Commission, and do other related work. Incumbents may be assigned lead responsibility for a specific project, program, function, or area of expertise. The current position will be located in the headquarters office in San Francisco. After training, we will consider relocation to one of the California Coastal Commission offices in Southern California.

### **EXAMINATION INFORMATION:**

This examination will consist of a qualifications appraisal interview only. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the interview. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

### **Qualifications Appraisal - Weighted 100.00%**

In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examination will be on measuring competitively, relative to job demands, each competitor's:

### **Scope:**

#### **A. Knowledge of:**

1. Basic principles of land, water, fish, wildlife, and other natural resources research.
2. Principles of ecology.
3. Statistical methods of sampling and analysis.
4. Land-use practices with reference to their general effect on human health, natural resources, and the environment.
5. Effects of waste material and their interactions on the environment.
6. Chemical reaction.
7. State and Federal environmental rules, regulations, and requirements.
8. The legislative process and the environmental programs and policies of the State.

#### **B. Ability to:**

1. Collect environmental data.
2. Analyze and evaluate data and reach sound conclusions.
3. Review, check, and interpret scientific and environmental reports.
4. Analyze situations and take appropriate actions.
5. Establish and maintain cooperative relations and effective communications with local governments and all persons contacted in the work.
6. Prepare clear, complete and technically accurate reports.
7. Apply rules, regulations, policies, and requirements of State and Federal environmental protection and resource management programs.

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8. Develop innovative solutions for difficult environmental management problems.
9. Provide leadership in accomplishing basic functions and

- objectives in assigned programs.
10. Inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.

Veteran's preference credit will not be granted in this examination since it does not qualify as an entrance examination under the law.

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## GENERAL INFORMATION

It is the candidate's responsibility to contact the Human Resources office of the California Coastal Commission at (415) 904-5430 or toll free (866) 831-2350 two days prior to the written test date if he/she has not received his/her notice.

For an examination without a written feature it is the candidate's responsibility to contact the California Coastal Commission's Human Resources office, (415) 904-5430 or toll free (866) 831-2350, **two weeks** after the final filing date if she/he has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, she/he will be rescheduled upon written request.

Applications are available at the State Personnel Board, local offices of the Employment Development Department and the Departments noted at the bottom. Applications are also available on the Internet at: <http://exams.spb.ca.gov/capprd.htm>

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The California Coastal Commission reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Locations of interviews may be limited or extended as conditions warrant.

**Eligible lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

**Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of the State Personnel Board.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Interview Scope:** If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of her/his experience. Evaluation of a candidate's personal development will include consideration of her/his recognition of her/his own training needs; her/his plans for self-development; and the progress she/he has made in efforts toward self-development.

Release date: 3/20/06

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**CALIFORNIA COASTAL COMMISSION**  
Human Resources Office  
45 Fremont Street, Ste. 1930  
San Francisco, CA. 94105-2219  
(415) 904-5430 or toll free (866) 831-2350  
TDD (415) 597-5885

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD device.